BROOKINGS COUNTY STRATEGIC PLAN

VISION STATEMENT:

Meeting today's needs and preparing for tomorrow's challenges in Brookings County.

MISSION STATEMENT:

To provide efficient, quality customer service, fiscally responsible public policies, and strategic future planning to enhance the quality of life of all Brookings County citizens.

PRINCIPLES & VALUES WE WILL FOLLOW IN ACHIEVING OUR MISSION:

Integrity – be honest and have strong moral and ethical standards

Respect – hold one another in high regard

Empowerment – give others the necessary authority and responsibility, be accountable

Excellence – carry out the work of the county with professionalism and high standards

Teamwork – work together to build strong communities and maximize resources

Service – commitment to family, community, state and nation

GOALS & OBJECTIVES:

GOAL 1: To provide quality county infrastructure, equipment and technology.

Objective 1: Develop and implement a short-range (1-5 year) capital improvement/purchase plan for each department by April 30th of each year using a priority list based on current conditions. This will include:

i. Facilities
ii. Equipment
iii. Technology
iv. Vehicles
v. Roads
vi. Bridges
vii. Other

Objective 2: Develop and implement a long-range (5-10 year) capital improvement/purchase plan for each department by April 30th of each year using a priority list based on current conditions. This will include:

i. Facilities
ii. Equipment
iii. Technology
iv. Vehicles
v. Roads
vi. Bridges
vii. Other

Objective 3: Review Master Transportation Plan on an annual basis and implement any recommended changes.

GOAL 2: Staff county government with a competent, well-trained, efficient work force.

Objective 1: Provide training opportunities for all county employees.

i. Job Training
   a. Mandatory
   b. Non-Mandatory
ii. Safety Training
   a. Mandatory
   b. Non-Mandatory

Objective 2: Research current and future staffing patterns and conduct a yearly market wage analysis for all county departments and make any recommended changes by April 30th of each year.

Objective 3: Review the employee handbook on an annual basis, implement recommended changes, and follow the procedures set forth.

Objective 4: Evaluate employees on an annual basis and implement work-improvement plans where necessary.

i. Appointed Department Heads will have annual reviews by October 31st of each year.
ii. Department Heads will provide annual performance reviews for their employees on their anniversary dates.

GOAL 3: Provide quality public safety for all Brookings County citizens.

Objective 1: Develop and update a responsive, countywide Emergency Management/Disaster Plan by March 31st of each year.

i. Local Emergency Operations Plan (LEOP)
ii. Hazardous Materials (HAZMAT) Plan

iii. Emergency Management State and Local Agreement between the State of South Dakota and Brookings County (SLA)
iv. Pre-Disaster Mitigation Plan (PDM), reviewed every 5 years

Objective 2: Provide adequate funding and resources for law enforcement and the State's Attorney.

i. By April 30th, the State's Attorney will provide an annual report for the previous years' activities.
ii. By April 30th, the Sheriff will provide an annual report for the previous years' activities.
iii. By April 30th, the Detention Center will provide an annual report for the previous years' activities.

GOAL 4: Create a visionary, long-term plan for county growth.

Objective 1: Implement the 2016 Brookings County Comprehensive Land Use Plan.

Objective 2: Develop and implement ordinances that reflect the 2016 Comprehensive Plan.

Objective 3: Discuss a water/drainage master plan for Brookings County.

Objective 4: Schedule a minimum of one annual meeting between county agencies and resources, to include municipalities, townships, schools, universities, and other organizations as needed within the county.

Objective 5: Provide a long-term plan and funding for a vibrant 4-H program.

GOAL 5: Provide exceptional customer service for Brookings County citizens.

Objective 1: Seek and encourage citizen input and feedback while informing and educating citizens about the county's obligations and services.

Objective 2: Respond to citizens' requests in a respectful, timely manner.

Objective 3: Continue to enhance and expand the county's website, the use of e-alerts, text alerts and other interactive communication tools with Brookings County citizens.

GOAL 6: To continue to be good stewards of Brookings County taxpayer resources.

Objective 1: Conduct an annual review of the County's Strategic Plan in February of each year and review the plan for progress in August of each year.

Objective 2: Provide a balanced budget in accordance with state statutes each year.

Objective 3: Review the process on collecting county liens.

Objective 4: Department Heads will research and identify federal and state grants to meet needs within their departments.

GOAL 7: Department Heads will create a work plan to carry out the goals and objectives of the Strategic Plan each year.